

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Indian Affairs:BIA

For 1st Quarter 2009 for period ending December 31, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	19	63	55	35	40	11
Number of Complainants	17	55	54	34	36	10
Repeat Filers	2	11	5	6	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	28	23	8	15	5
Color	3	13	9	0	2	1
Religion	0	2	3	2	3	0
Reprisal	7	27	35	15	18	6
Sex	8	34	26	15	19	3

National Origin	4	13	10	8	4	0
Equal Pay Act	1	4	2	0	0	0
Age	9	24	14	10	10	2
Disability	5	11	6	5	4	1
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	0	2	4	6	3	1
Assignment of Duties	3	8	8	3	6	0
Awards	0	1	2	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	1	4	1	0	2	1
Suspension	1	2	2	3	0	1
Removal	0	0	1	1	1	0
Other	0	2	0	6	2	0
Duty Hours	0	1	1	0	0	0
Evaluation Appraisal	0	2	3	3	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	25	10	0	5	1
Sexual	2	10	14	2	4	0

Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	0	4	2	0	0	0
Promotion/Non-Selection	6	13	13	4	4	5
Reassignment						
Denied	0	1	0	0	1	0
Directed	3	2	2	2	0	0
Reasonable Accommodation	2	2	4	0	0	0
Reinstatement	0	0	0	1	0	0
Retirement	0	1	0	0	0	0
Termination	3	14	13	3	6	1
Terms/Conditions of Employment	3	5	3	0	1	1
Time and Attendance	1	2	3	0	0	0
Training	1	4	10	1	1	0
Other	3	1	5	5	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	404.83	290.88	359.91	459.02	519.49	472.36
Average number of days in final action	0	0	323.86	233.62	168.29	268.00

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	465.00	288.83	329.68	434.39	532.44	458.25
Average number of days in final action	0	0	40.50	0	15.00	1.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	374.75	293.33	383.53	476.76	511.45	478.00
Average number of days in final action	0	0	437.20	323.17	387.29	535.00
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009Thru12-31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Total Complaints Dismissed by Agency	0	0	2	3	2	0
Average days pending prior to dismissal	0	0	883	304	413	0
<b>Complaints Withdrawn by Complainants</b>						

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	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	3	13	30	28	42	40